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**WAGE DETERMINATION NO: 94-2241 REV (18) AREA: ME,STATEWIDE**

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 1994-2241

Revision No.: 18

Date Of Last Revision: 06/12/2000

State: **Maine**Area: **Maine** Statewide**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	15.81
School Crossing Guard (Crosswalk Attendant)	7.73
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.13
Accounting Clerk II	8.58
Accounting Clerk III	10.30
Accounting Clerk IV	12.30
Court Reporter	11.21
Dispatcher, Motor Vehicle	11.21
Document Preparation Clerk	9.76
Duplicating Machine Operator	9.76
Film/Tape Librarian	10.06
General Clerk I	6.76
General Clerk II	7.66
General Clerk III	9.76
General Clerk IV	10.69
Housing Referral Assistant	12.32
Key Entry Operator I	8.00
Key Entry Operator II	10.06
Messenger (Courier)	6.39
Order Clerk I	8.33
Order Clerk II	10.85
Personnel Assistant (Employment) I	8.95
Personnel Assistant (Employment) II	10.06
Personnel Assistant (Employment) III	11.21
Personnel Assistant (Employment) IV	12.32
Production Control Clerk	12.32
Rental Clerk	10.06
Scheduler, Maintenance	10.06
Secretary I	10.06
Secretary II	11.21
Secretary III	12.32
Secretary IV	15.19
Secretary V	16.16
Service Order Dispatcher	9.54

Stenographer I	8.95
Stenographer II	10.53
Supply Technician	15.19
Survey Worker (Interviewer)	11.21
Switchboard Operator-Receptionist	8.59
Test Examiner	11.21
Test Proctor	11.21
Travel Clerk I	9.66
Travel Clerk II	10.71
Travel Clerk III	11.88
Word Processor I	9.08
Word Processor II	11.69
Word Processor III	12.97
Automatic Data Processing Occupations	
Computer Data Librarian	9.75
Computer Operator I	9.75
Computer Operator II	13.11
Computer Operator III	14.61
Computer Operator IV	16.24
Computer Operator V	18.00
Computer Programmer I (1)	12.08
Computer Programmer II (1)	14.96
Computer Programmer III (1)	17.91
Computer Programmer IV (1)	21.46
Computer Systems Analyst I (1)	19.40
Computer Systems Analyst II (1)	23.45
Computer Systems Analyst III (1)	26.90
Peripheral Equipment Operator	9.75
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.21
Automotive Glass Installer	13.21
Automotive Worker	13.21
Electrician, Automotive	14.15
Mobile Equipment Service	12.08
Motor Equipment Metal Mechanic	14.21
Motor Equipment Metal Worker	13.21
Motor Vehicle Mechanic	14.21
Motor Vehicle Mechanic Helper	11.48
Motor Vehicle Upholstery Worker	12.65
Motor Vehicle Wrecker	13.21
Painter, Automotive	14.15
Radiator Repair Specialist	13.21
Tire Repairer	11.67
Transmission Repair Specialist	14.21
Food Preparation and Service Occupations	
Baker	11.03
Cook I	10.09
Cook II	11.03
Dishwasher	7.73
Food Service Worker	7.73
Meat Cutter	11.03
Waiter/Waitress	8.38
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.57
Furniture Handler	11.18
Furniture Refinisher	14.57
Furniture Refinisher Helper	12.42
Furniture Repairer, Minor	13.59
Upholsterer	14.57
General Services and Support Occupations	

Cleaner, Vehicles	7.73
Elevator Operator	7.73
Gardener	10.09
House Keeping Aid I	7.03
House Keeping Aid II	7.73
Janitor	7.73
Laborer, Grounds Maintenance	8.38
Maid or Houseman	7.03
Pest Controller	10.57
Refuse Collector	7.73
Tractor Operator	8.83
Window Cleaner	8.38
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.19
Exhibits Specialist I	14.65
Exhibits Specialist II	18.13
Exhibits Specialist III	22.50
Illustrator I	14.65
Illustrator II	18.13
Illustrator III	22.20
Librarian	15.00
Library Technician	11.54
Photographer I	10.66
Photographer II	14.65
Photographer III	18.13
Photographer IV	22.20
Photographer V	26.84
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.49
Counter Attendant	7.49
Dry Cleaner	8.93
Finisher, Flatwork, Machine	7.49
Presser, Hand	7.49
Presser, Machine, Drycleaning	7.49
Presser, Machine, Shirts	7.49
Presser, Machine, Wearing Apparel, Laundry	7.49
Sewing Machine Operator	9.40
Tailor	9.88

Washer, Machine	7.98
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.57
Tool and Die Maker	18.08
Material Handling and Packing Occupations	
Forklift Operator	11.48
Fuel Distribution System Operator	13.72
Material Coordinator	12.08
Material Expediter	12.08
Material Handling Laborer	9.25
Order Filler	8.07
Production Line Worker (Food Processing)	11.63
Shipping Packer	10.74
Shipping/Receiving Clerk	10.74
Stock Clerk (Shelf Stocker; Store Worker II)	11.35
Store Worker I	9.37
Tools and Parts Attendant	11.48
Warehouse Specialist	12.54
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.20
Aircraft Mechanic Helper	12.42
Aircraft Quality Control Inspector	17.06
Aircraft Servicer	13.59
Aircraft Worker	14.16
Appliance Mechanic	14.57
Bicycle Repairer	12.57
Cable Splicer	15.20
Carpenter, Maintenance	14.57
Carpet Layer	14.16
Electrician, Maintenance	15.86
Electronics Technician, Maintenance I	12.92
Electronics Technician, Maintenance II	15.79
Electronics Technician, Maintenance III	18.21
Fabric Worker	13.59
Fire Alarm System Mechanic	15.20
Fire Extinguisher Repairer	13.01
Fuel Distribution System Mechanic	15.20
General Maintenance Worker	14.16
Heating, Refrigeration and Air Conditioning Mechanic	15.20
Heavy Equipment Mechanic	15.20
Heavy Equipment Operator	15.20
Instrument Mechanic	15.20
Laborer	10.49
Locksmith	14.57
Machinery Maintenance Mechanic	14.90
Machinist, Maintenance	14.57
Maintenance Trades Helper	12.42
Millwright	15.20
Office Appliance Repairer	14.57
Painter, Aircraft	14.57
Painter, Maintenance	14.57
Pipefitter, Maintenance	16.51
Plumber, Maintenance	14.57
Pneudraulic Systems Mechanic	15.20
Rigger	15.20
Scale Mechanic	14.16
Sheet-Metal Worker, Maintenance	15.20
Small Engine Mechanic	14.16
Telecommunication Mechanic I	15.20
Telecommunication Mechanic II	17.06

Telephone Lineman	15.20
Welder, Combination, Maintenance	15.20
Well Driller	15.20
Woodcraft Worker	15.20
Woodworker	13.01
Miscellaneous Occupations	
Animal Caretaker	8.97
Carnival Equipment Operator	8.83
Carnival Equipment Repairer	10.09
Carnival Worker	7.73
Desk Clerk	9.63
Embalmer	15.81
Lifeguard	8.59
Park Attendant (Aide)	12.02
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.59
Recreation Specialist	13.35
Recycling Worker	9.59
Sales Clerk	8.59
Sport Official	8.59
Survey Party Chief (Chief of Party)	11.83
Surveying Aide	8.00
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.65
Swimming Pool Operator	14.11
Vending Machine Attendant	10.29
Vending Machine Repairer	14.11
Vending Machine Repairer Helper	10.30
Personal Needs Occupations	
Child Care Attendant	8.97
Child Care Center Clerk	12.02
Chore Aid	6.92
Homemaker	11.17
Plant and System Operation Occupations	
Boiler Tender	15.20
Sewage Plant Operator	14.57
Stationary Engineer	15.20
Ventilation Equipment Tender	12.42
Water Treatment Plant Operator	14.57
Protective Service Occupations	
Alarm Monitor	13.40
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69
Firefighter	17.49
Guard I	6.70
Guard II	13.40
Police Officer I	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.38
Hatch Tender	13.38
Line Handler	13.38
Stevedore I	12.82
Stevedore II	13.89
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.09
Archeological Technician II	14.63
Archeological Technician III	18.13
Cartographic Technician	18.13

Cashier	8.11
Civil Engineering Technician	18.13
Computer Based Training (CBT) Specialist/ Instructor	19.40
Drafter I	9.51
Drafter II	10.69
Drafter III	15.76
Drafter IV	19.51
Engineering Technician I	10.66
Engineering Technician II	11.90
Engineering Technician III	14.81
Engineering Technician IV	17.11
Engineering Technician V	19.51
Engineering Technician VI	23.78
Environmental Technician	16.24
Flight Simulator/Instructor (Pilot)	23.45
Graphic Artist	19.40
Instructor	19.40
Laboratory Technician	14.61
Mathematical Technician	17.11
Paralegal/Legal Assistant I	11.47
Paralegal/Legal Assistant II	15.19
Paralegal/Legal Assistant III	18.58
Paralegal/Legal Assistant IV	22.49
Photooptics Technician	17.11
Technical Writer	21.46
Unexploded (UXO) Safety Escort	15.81
Unexploded (UXO) Sweep Personnel	15.81
Unexploded Ordnance (UXO) Technician I	15.81
Unexploded Ordnance (UXO) Technician II	19.14
Unexploded Ordnance (UXO) Technician III	22.94
Weather Observer, Combined Upper Air and Surface Programs (3)	14.61
Weather Observer, Senior (3)	16.24
Weather Observer, Upper Air (3)	14.61
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.02
Parking and Lot Attendant	7.91
Shuttle Bus Driver	9.39
Taxi Driver	9.37
Truckdriver, Heavy Truck	12.91
Truckdriver, Light Truck	9.37
Truckdriver, Medium Truck	10.02
Truckdriver, Tractor-Trailer	12.91

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 10 years, and 4 after 15 years. Length of service includes the whole sp continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the occupational classification title(s), a Federal grade equivalency (FGE) for each proposed

classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.













5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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